

Human Relations Commission Agenda

The Human Relations Commission is a citizen commission appointed by the Fremont City Council. Human Relations Commission business is conducted in a public forum and operates within the provisions of the Brown Act. Information on the 5Brown Act may be obtained from the City Clerk's office at 3300 Capitol Avenue (phone 284-4060).

General Order of Business

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|-------------------------------|---------------------------|--------------------------|
| 1. Secretary Check for Quorum | 6. Written Communications | 11. Commission Referrals |
| 2. Call to order – 7:15 p.m. | 7. Announcements | 12. Commission Reports |
| 3. Roll call | 8. Consent Items | 13. Staff Reports |
| 4. Approval of Minutes | 9. Old Business | 14. Referral to Staff |
| 5. Oral Communications | 10. New Business | 15. Adjournment |

Order of Discussion

Generally, the order of discussion after introduction of an item by the Chair will include comments and information by staff followed by Human Relations Commissions questions, inquiries or discussion. The applicant, authorized representative, or interested citizens may then speak on the item. At the close of public discussion, the item will be considered by the Commission and action taken.

Oral Communications

Any person desiring to speak on a matter which is not scheduled on this agenda may do so under Oral Communications. The Human Relations Commission will take no action on an item which does not appear on the agenda. The item will be agendaized for the next regular meeting or at a special meeting called in accordance with the terms of the Brown Act. The Human Relations Commission may establish time limits of presentations.

Information

Regular scheduled meetings of the Human Relations Commission are conducted at 3300 Capitol Avenue in City Council Chambers. Meetings are held at 7:15 on the third Monday of the month. Meetings may be tape recorded at the discretion of the Chair.

Copies of the Agenda are available at the Human Services Department at 3300 Capitol Avenue three days preceding the regularly scheduled meeting.

Assistance will be provided to those requiring accommodations for disabilities in compliance with the American Disabilities Act of 1990. Interested persons must request the accommodation at least 2 working days in advance of the meeting by contacting Human Services Department at (510) 574-2050.



Information about the City or items scheduled on the Agenda may be referred to:

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Human Services Department
3300 Capitol Ave
Fremont, CA 94538
(510) 574-2051

Arquimides Caldera, Deputy Director
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Your interest in the conduct of your City's business is appreciated.

Human Relations Commission

Dharminder Dewan – Vice Chair
Tejinder Dhami
Beth Hoffman
Paddy Iyer
Lance Kwan
Julie Moore
John Nguyen-Cleary - Chair
John Smith
Veeru Vuppala
Debra Watanuki

City Staff

Suzanne Shenfil, Human Services Director
Arquimides Caldera, Deputy Human Services
Director
MaryLou Johnson, Recording Secretary

Mission Statement

The City of Fremont's Human Relations Commission promotes and helps create a community environment in which all men, women and children, regardless of race, religion, national origin, gender, disability or sexual orientation, may live, learn, work and play in harmony.

AGENDA
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, MAY 18, 2015
TRAINING ROOM
3300 CAPITOL AVE., BUILDING B
FREMONT, CALIFORNIA
7:15 P.M.

1. SECRETARY CALL FOR QUORUM

2. CALL TO ORDER

3. ROLL CALL

3.1 Introduction of Julie Moore, New Human Relations Commissioner

4. APPROVAL OF MINUTES of April 20, 2015

5. ORAL COMMUNICATIONS

6. WRITTEN COMMUNICATIONS

7. ANNOUNCEMENTS

8. CONSENT ITEMS (Routine items requiring no discussion; any Commissioner or member of the public can ask for a consent item to be moved to the regular agenda to allow for discussion)

9. OLD BUSINESS

9.1 FY 2015-16 Social Service Grants Funding Recommendations

BACKGROUND: The Commission is responsible for providing recommendations to the City Council regarding social service needs and City funding support for non-profit social service agencies in the community. Two years ago, the Human Relations Commission recommended (and Council approved) 15 agencies for three years of funding, assuming satisfactory performance and continued availability of funds.

FY 2014/15 fiscal year is the second year of the three-year funding cycle. On April 20, 2015 staff provided the Commission with FY 2014/15 mid-year agency evaluation scores and a recommendation to allocate approximately \$6,409 in additional FY 2015/16 CDBG public service funding to all current agencies by increasing each agency's funding by approximately 1.5%. It also recommended that any unanticipated FY 2015/16 increases to the General Fund portion of the Social Service Grant funding also be distributed proportionally among all current grantees.

The Commission recommended allocating the \$6,409 in new funding to eight agencies. Each of these agencies would receive a proportional 6% increase in funding. The Commission based this recommendation on the criteria that funded agencies should have scored 96 or higher on their mid-year evaluation and have a relatively small agency-wide budget. The rationale for this second criteria was that City funding would be more impactful to smaller agencies.

Staff subsequently researched the FY 2013/14 agency-wide budget of each current grantee, and found some inconsistencies in the implementation of the HRC's criteria for funding increases. Specifically, it appears as though some additional agencies would be eligible for a proportional increase. Enclosure 9.1.1 highlights three additional agencies that appear to be eligible based on the current criteria.

FY 2015/16 Budget: The City is currently developing its FY 2015/16 General Fund budget. Historically, Social Service Grant funding has increased or decreased at similar rates as the rest of the General Fund. Unfortunately, the Commission's recommendation did not address how any unanticipated increase in Social Service Grant funding through the General Fund, or other funding source, would be distributed. Staff is requesting direction from the Commission regarding how to distribute any additional FY 2015/16 funding that becomes available through the FY 2015/16 budget process.

Enclosure: Enc. 9.1.1 – FY 2015-16 Staff Funding Recs

RECOMMENDATION: Using the criteria approved by the HRC in April, staff recommends the Commission revise the list of agencies recommended for funding increases, considering the agency-wide budgets provided by staff. Recommend that the final funding criteria approved by HRC be applied to any additional FY 2015/16 funding for Social Service Grants.

9.2 2015 San Francisco Pride Parade and Other Parade Options

BACKGROUND: The 2015 San Francisco Pride Parade is scheduled for Sunday, June 28, 2015, and will have the theme "Equality Without Exception." The Commission has agreed to sponsor the City's contingent, which will include a 14 foot flatbed truck. Staff has submitted the application and fee.

Commissioner Kwan agreed to Chair the Pride Parade working group, and invited previous participants and other members of the public to attend a parade planning meeting on April 30, 2015. Unfortunately, no one from the public attended the meeting.

Given this initial lack of interest, staff is requesting the Commission consider the following options:

1. Simplify the City's entry by eliminating the use of the flatbed truck, and simply walking the route,
2. Cancel the HRC's participation in the 2015 Pride Parade, or

3. Option 2, and participate in the 2015 Fremont 4th of July Parade as an alternative.

Enclosure: None

RECOMMENDATION: Receive update on Pride Parade from staff and Commissioner Kwan. Discuss options provided by staff and decide a course of action.

9.3 Racial Equity/ Social Justice Dialogue

BACKGROUND: On December 15, 2014, Commissioner Smith reported his assessment of the seminar “Cross-Racial Organizing: the Opportunity to Achieve Racial Equity” which was organized by the California Association of Human Rights Organizations. The seminar suggested racial inequities exist across all indicators for success - education, jobs, housing, neighborhoods, criminal justice, health and more. It also suggested that as citizens, we need to proactively work for racial equity or we may continue to face the status quo.

After interviews with four skilled facilitators with experience in racial equity dialogues, staff has selected a facilitator to lead at least two racial and social equity workshops for emerging leaders. The City Manager has also agreed to provide funding for the start of the dialogue.

Enclosure: None

RECOMMENDATION: Receive update from staff

9.4 Human Rights Campaign – Municipal Equality Index

BACKGROUND: The Human Rights Campaign, an advocacy organization dedicated to lesbian, gay, bisexual and transgender (LGBT) rights, released its 2014 Municipal Equality Index (MEI), which examines the laws, policies, and services of 353 U.S. cities and rates them on the basis of their inclusivity of LGBT people who live and work there.

For the last two years, the City of Fremont has been selected to participate in the MEI, and achieved a score of 84/100 in 2014, which places it roughly in the top 25% of all cities surveyed.

Chair Nguyen-Cleary and Deputy Director Arquimides Caldera have reviewed the lower scores, specific criteria for those scores and have decided to focus on five specific areas where the City could reasonably improve its score.

II.C. Transgender-Inclusive Health Care Benefits. (0/4 points awarded in 2014)

The municipality must provide at least one health insurance plan that provides coverage for transgender healthcare needs (sex reassignment surgeries, hormone replacement therapy, and other gender-affirming care). The policy must affirmatively include gender-affirming care.

Update: The City contracts health plans through CalPERS, which negotiates guidelines and coverages with individual health plans. As of January 1, 2014, CalPERS mandates plans to include transgender transition-related care in all of their health plans, including Anthem Blue Cross Select which “includes, but is not limited to, medically necessary services related to gender transition such as transgender surgery, hormone therapy, psychotherapy, and vocal training.”

**II.F. City Contractor Non-Discrimination Ordinance or Policy.
(1/4 points awarded in 2014)**

Policy can be established through municipal ordinances or policies that mandate all city contractors to have non-discrimination policies based on sexual orientation and gender identity.

Update: Staff has identified language that is missing from current contracting documents

**II.G. City Contractor Equal Benefits Ordinance or Policy.
(1/4 points awarded in 2014)**

The municipality requires contractors, by written policy or by ordinance, to provide equal benefits to LGBT employees. Generalized language stating that benefits will be applied equally and which does not specifically enumerate sexual orientation or gender identity will not suffice for credit.

Update: Staff has identified language that is missing from current contracting documents

**IV.B. LGBT Liaison in the Chief Executive Office.
(0/4 points awarded in 2014)**

This category requires an officially designated liaison to the LGBT community. The function of a liaison is not simply to be a resource for the mayor, but also to be a resource for the public. The liaison’s contact information must be made available to the public through the city’s website or where other city officials’ contact information is published. Liaisons may have additional job functions unrelated to LGBT issues.

Update: Staff is exploring the possibility of designating a liaison.

**V.A. LGBT Police Liaison or Task Force.
(4/8 points awarded in 2014)**

This category requires an officially designated liaison to the LGBT community or task force charged with addressing LGBT issues. The liaison’s contact information must be made available to the public through the city’s website or where other police contact information is published. Partial credit will be given in this category where the entire police force is trained on LGBT issues.

Update: Staff is exploring the possibility of designating a liaison.

Enclosure: None

RECOMMENDATIONS: Receive Staff update

9.5 Film Screening: Matthew Shepard is a Friend of Mine

BACKGROUND: On December 15, 2013, the Commission voted to sponsor a public screening of the film Matthew Shepard is a Friend of Mine, which depicts the journey of director Michele Josue, as she tries to connect with other friends and family of Mathew Shepard, a young gay man who was kidnapped, tortured and left for dead in a Wyoming field in 1998, in hopes of better understanding his life.

Several scheduling, financial and location setbacks have postponed the proposed screening.

Enclosure: None

RECOMMENDATIONS: Discuss whether to move forward with this project, or any possible alternative films and actions.

10. **NEW BUSINESS** (Items on which the Commission has not yet had an agendized discussion or taken action)

None

11. **COMMISSION REFERRALS** (Referrals from the City Council to the Commission)

12. COMMITTEE REPORTS

12.1 Promoting Economic Security and Success

COMMITTEE BACKGROUND: Commissioners Hoffman, Chair Nguyen-Cleary and Vice-Chair Dewan, work to promote economic security and success, by implementing the following strategies:

- a. Bridging the Economic Gap
- c. Providing Affordable Housing

RECOMMENDATION: Receive committee report on any non-action items.

12.2 Celebrating Diversity and Promoting Civic Engagement of the Community and Youth

COMMITTEE BACKGROUND: Commissioners Watanuki, Iyer and Smith work to celebrate diversity and promote civic engagement of the community and youth, by implementing the following strategies:

- a. Engaging Youth
- b. Advocating and Educating the Community and Youth about the RHC
- c. Supporting and Promoting the Diversity of Fremont

RECOMMENDATIONS: Receive Committee report on any non-action items.

12.3 Providing Safety-Net Services for At-Risk Populations

COMMITTEE BACKGROUND: Commissioners Kwan, Dhimi, and Vuppala work to provide safety net Services for at-risk populations, by implementing the following strategies:

RECOMMENDATION: Receive committee report on any non-action items.

12.4 Financial Resources Committee

COMMITTEE BACKGROUND: Commissioners Smith, Dewan, Watanuki and Chair Nguyen Cleary work to create and implement a sustainable fundraising strategy.

RECOMMENDATION: Receive committee report on any non-action items.

13. STAFF REPORTS

13.1 Attendance Summary (Attachment 13.1)

13.2 Calendar (Attachment 13.2) of HRC regular/special meetings and events.

13.3 HIP Housing Update

14. REFERRALS TO STAFF (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).

15. ADJOURNMENT